

VIGIL MECHANISM

The Company has established Vigil Mechanism under section 177 of the Companies act, 2013 and clause 49 of the Listing Agreement. The purpose of this policy is to provide a framework to promote responsible and secure whistle blowing. It is to protect employees wishing to raise a concern about serious irregularities within the Company.

All Employees and directors of the Company are eligible to make Protected Disclosures under the Policy.

The Whistleblower must disclose his/her Name and address in a covering letter signed by him at the time of submitting the protected Disclosure. Anonymous disclosures will not be entertained as it would not be possible to identify the Whistleblower.

All Protected Disclosures concerning financial/accounting matters shall be addressed to the Chairman of the Audit Committee of the Company for investigation.

In respect of all other Protected Disclosures, those concerning at the levels of General Managers and above shall be addressed to the Chairman of the Audit Committee of the Company and those concerning other employees shall be addressed to the Counsellor of the Company.